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66

CHICAGO 4, ILLINOIS

NOVEMBER, 1957

Indiana Local Wins a War

St. Paul Men's and Women's Merge

Two Locals in Forward Step,
Alter Long Study, Planning

ST. PAUL, Minn.—The St. Paul Women Teachers Federation, Local 28, and the St. Paul Federation of Men Teachers, Local 43, are now one.

The "wedding" took place after forty years of courtship at a banquet attended by almost everybody who is anybody in labor and education in this city.

The two joined under the banner of the St. Paul Federation of Teachers, Local 28, the number of the women's local but with Lyle Farmer, long-time AFT leader as head of the house; that is, president.

Manilla P. Topdahl, president of the Women's Local became first vice-president. A new constitution was worked out. Observers predict that with the

Turn to Page 6

Most Members Now Covered By Liability

CHICAGO, Ill.—President Carl J. Megel announced that as of Oct. 1 members of all AFT Locals except 30 and those participating in a plan of the Michigan Federation of Teachers were covered by blanket occupational liability insurance underwritten by Lloyds of London.

The plan (American Teacher, Sept., 1957) provides the insurance of \$25,000 per member, and

Turn to Page 6



Snapped at merger dinner of St. Paul Men's and Women's teacher locals: From left, Lyle Farmer, president of new Local 28; Carl J. Megel of Chicago, AFT president, speaker; Manilla P. Topdahl, first vice-president, and Charles O'Connor of St. Paul, president of the Minnesota State Federation of Teachers.

Reinstates Benefits, Teacher

TERRE HAUTE, Ind.—Back in mid-August an order opening the schools of Harrison township, Vigo county, in this state, a week ahead of time and cutting the number of paid holidays from ten to three, was followed by an up to press time series of stormy events leading to reforms in school and teacher shifting as well as firings that demonstrated the need for correction of Indiana's autocratic trustee system of school administration.

It was the trustee system and the actions of Trustee Joseph A. Conrad, Jr., an automobile dealer, that brought about the turbulence, with the Vigo County Council of Classroom Teachers, Local 764, as well as representatives of the AFT, its area locals, organized labor generally, and

Aloha Hawaii AFT Study-Tour

Credit Course in Sociology At University in Honolulu

CHICAGO, Ill.—The American Federation of Teachers has announced that it will sponsor a 5-credit study-tour for AFT members to the University of Hawaii, Honolulu, in the university's 1958 summer session.

The course to be in Sociology has been confirmed by Shunzo Sakamaki, dean of the university's summer school, in a letter to President Carl J. Megel following conferences between Dean Sakamaki and AFT officials during the summer in Chicago.

All-expense costs, excepting meals, are being worked out, to offer a variety of housing accommodations in the famed Waikiki beach area and adjacent to the university.

Tentative Costs

The cost per person will range from approximately \$385.00 (for men in a YMCA) to \$525.00, depending on the type of accommodations and number of occupants in a room or apartment in Honolulu, as reserved.

These costs will include tuition, textbook, student activity fee and field trips at the univer-

sity, air transportation from San Francisco to Honolulu and return to Los Angeles or San Francisco and room or apartment in Honolulu.

The University of Hawaii 1958 summer session will open June 23, and end Aug. 1. The AFT study-tour will arrive from Los Angeles on a United Air-

Turn to Page 6

Court Restores AFT Member To Job in Tenure Decision

KANKAKEE, Ill.—A former football coach who was fired because he publicly accused his school of using an ineligible football player has been ordered reinstated in his teaching job at Bradley-Bourbonnais high school by the Circuit court of Kankakee county.

The decision by Judge C. D. Henry stated that charges

against Joseph Jepsen had been "picked out of the thin air and stated as a fact." He added:

"From the record here it is found that the board of education has failed to prove the charges against this teacher and that the discharge of this teacher by the board is erroneous and void."

Year-and-a-Half Fight

For Jepsen, a member of the Bradley-Bourbonnais Federation of Teachers, Local 1237, the decision was the culmination of a year-and-a-half fight, backed by the AFT Defense fund, for vindication and reinstatement.

Jepsen was athletic coach at Bradley-Bourbonnais high school for six years until the fall of 1955, when he was summarily stripped of those duties and placed in woodworking and mechanical drawing classes with a salary reduction from \$5,500 to \$4,425. He had taught at the school since Sept., 1944, and for eight years previous to that.

During the football season of 1955, Jepsen told officials and coaches of other schools that Bradley-Bourbonnais high school had used a player whom he

Turn to Page 2

Judge Scores School Board, Orders Teacher Reinstated

CHARLESTON, Ill.—A circuit court judge told a board of education bluntly, here, that "we need more teachers," like one the board had fired, and ordered the teacher, an AFT member, reinstated in her job under the Illinois tenure law.

Judge John Spivey, sitting in Cole county circuit court, sharply reversed an action of

the board of Charleston Community Unit No. 1 in dismissing Mrs. Ethel Smith, third and fourth grade teacher of Lerna near here.

The board discharged Mrs. Smith last April, alleging incompetence on her part in maintaining discipline, and declared her dismissal to be for the "best interests of the school."

Mrs. Smith asked for a board hearing which was granted and the board, as expected, upheld itself. The Charleston Community Teachers Union, Local 1219,

Turn to Page 6



Mrs. Smith



Dr. McDaniel

parents, participating in the battle resulting in reforms, the reinstatement of one teacher and a suit to restore a principal in her job.

Trustee's Power 'Final'

The teachers and parents fought under a backdrop of the system, peculiar to Indiana and wherein a trustee administers all township funds and controls the schools in a relatively unlimited fashion. Curbs on his discretionary powers are nonexistent, and teachers cannot gain tenure under the plan.

The law of "continuing contract" and a deadline date for dismissal of teachers are the only regulations that apply. A report to the American Teacher by Dr. Marjorie McDaniel of Terre Haute, president of the Vigo County Council, Local 764,

Turn to Page 2

Indiana Local Wins

From Page 1

continues the story as follows:

"For example, in June, a union teacher, Conrad Fox, was dismissed without cause. Trustee Conrad issued the dismissal notice, and when a committee from Teachers local 764 remonstrated with him he stated that Fox was an able teacher but that he "just didn't like the guy." He refused to see Fox or to discuss reinstatement.

"Buy Autos, or Else"

"Further: A long and ugly story of pressure being exerted upon teachers to buy automobiles from the trustee's agency in Brazil, Ind., circulated; and it was known that Conrad Fox had resisted all efforts to persuade him to buy an automobile.

"Another teacher was required through ruse of an unsigned salary check to go to the trustee's office early in August. On this occasion the teacher was urged to purchase a new automobile and was advised to 'think it over.' Regular contacts were made to Leona Sterling from that date and on Monday, Aug. 26, still another call was made.

"In this instance the call was witnessed. Mrs. Sterling was advised to buy the car if she 'cared what happened to her friends.' She refused and the salesman used vulgar and abusive language to her and assured her that what he had said was at 'Joe's' bidding.

Shifts Teacher, Principal

"In about an hour, at 10:00 o'clock at night the trustee himself called Mrs. Sterling to inform her of a change in assignment effective at 8:00 the following morning. Mrs. Sterling had taught for 15 continuous years at Sugar Grove School.

"When she called her principal Miss Murrell Gossom, to inform her of the transfer, she learned that Miss Gossom had been called earlier in the day and was instructed by Mr. Conrad to report to Rankin School in the position of a classroom teacher with a \$400 decrease in salary.

"Harrison Township teacher assignments were published in the Terre Haute Star the following morning, and it was through this medium that still another Sugar Grove school teacher received notice of transfer. Miss Norma Davies had taught for 13 years at the school. Miss Gossom had been a principal there for six years.

Parents Picket School

"Meanwhile, still another blow had fallen upon Harrison Township schools. Maple avenue school was being renovated and an addition was being constructed. Without previous notice to parents Conrad ordered all first and second grade children transferred from Rankin school, where they reside, to Maple avenue school, some 30 blocks away by bus. All first and second grade teachers were moved and found themselves teaching in a basement divide into four classrooms by flimsy collapsible partitions.

"Nine teachers were affected by this general upheaval, seven of whom were union members, and the two communities erupted into fury. Sugar Grove parents picketed the school for days carrying signs demanding the re-

turn of their teachers and principal. Mass meetings were held.

"Parents at Rankin barred entrance to the school and demanded return of their children. No students were allowed in the building the first week of school, after which Conrad capitulated and returned the first and second grades to Rankin.

Violence Barely Averted

"Violence was barely averted as Trustee Conrad continued to refuse to meet teachers or patrons. Paul Ward, AFT director of special services, helped establishing orderly thinking in this explosive situation. The AFT national office also gave prompt aid. President Carl J. Megel was in constant touch with Mr. Ward and our officers.

"Mr. Ward worked effectively and tirelessly and through a barrage of publicity together with a condemnation action by the AFL Building Trades council, Mr. Conrad was moved to request an audience with the union."

Conrad and his attorney at a luncheon listened to a summary of grievances from Ward and a Local 764 committee. A series of meetings were then held by Ward, Dr. McDaniel, and Robert Liggett, the latter vice-president of Local 764 and Trustee Conrad and his ever-present lawyer. Results of these meetings were:

- 1) Conrad Fox was reinstated to his previous position;
- 2) The seven paid holidays were restored;
- 3) Contracts that teachers had signed were declared illegal and the law of "continuing contract" invoked;
- 4) Distribution of school supplies was agreed to be inadequately administered and promise was made that this condition was to be corrected immediately; and
- 5) Conrad agreed to be available to a grievance committee of teachers at any time to discuss problems.

The trustee refused, however, to consider reinstatement of Miss Gossom as principal or the restoration of the other two Sugar Grove teachers to their previous school assignments.

Suit for Principal

It was decided that Miss Gossom, under the law of "continuing contract," has a good legal case and suit was filed on her behalf by Hugh D. McQuillan, attorney.

Full support for her was voiced by the membership of local 764, and a call for financial aid was sent to all locals in the area, to the AFT council, and to the state federation of labor. Dr. McDaniel added:

"The warm support of fellow-members of the great organization to which we belong was such as to give strength to the most timid."

Ten days following Miss Gossom's filing against Conrad, the Vigo County Council of Classroom Teachers filed a plea to intervene.

Conrad filed a demurrer three days later, and a hearing on the case in Superior court 3, Terre Haute, had been scheduled at press time.

Shows Legislation Need

Dr. McDaniel said that results of this action "might be summarized by saying that Indiana Teachers are more aware than they have ever been of three vital points, namely:

- 1) A need for legislation to correct the trustee system;
- 2) The effectiveness and

growing strength of the American Federation of Teachers, and

"3 The tremendous backing of their brother affiliates in the American Federation of Labor."

Court Restores Job

From Page 1

knew was ineligible.

The athletic code of the Illinois high school association requires 14 days of practice before a player is eligible to compete in inter-scholastic games. The student, Jepsen said, could not qualify under this rule.

Faced False Charges

In March, 1956, Jepsen was served with a dismissal notice that contained the following six charges that:

- 1) Jepsen was disrespectful of the school board and its officers.
- 2) He was uncooperative with the officers and the teachers of the school.
- 3) He attempted to incite disloyalty and lack of cooperation among student athletes.
- 4) He was disloyal by revealing the plans and strategy of the basketball coach to opposing schools.
- 5) He incited misunderstanding and distrust of the superintendent and the athletic coaches



Mr. Jepsen

by stating to officials of other schools that a Bradley student had played football while ineligible.

6) He willfully and maliciously accused the Bradley principal and coach of attempting to conceal the ineligibility of the student to play football when in fact neither of them had attempted to conceal anything and when in fact said student was eligible.

Admitted Ineligibility

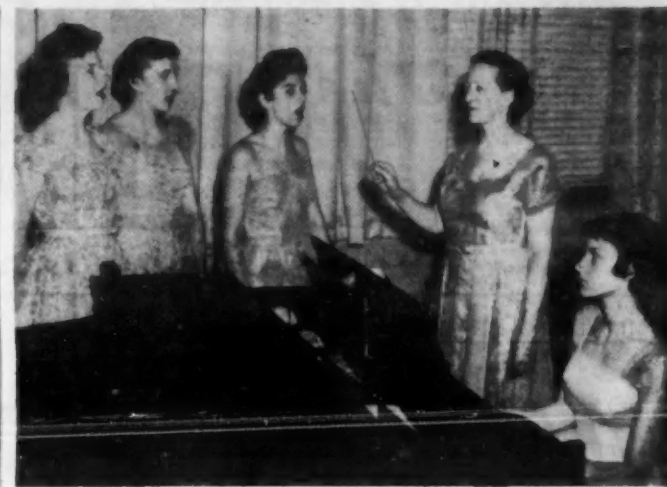
Two months later Jepsen was granted a public hearing by the board, in accordance with the Illinois teacher tenure law. At that hearing, the student testified that he had, in fact, had only six practice sessions before playing, and that records showing him participating in 17 sessions were not true.

The student's testimony was corroborated by the boy's father.

After the hearing, the board upheld the firing but dropped charges 2, 3, and 4, deleted references to the student's eligibility in charges 5 and 6, and struck out the word "maliciously" in charge 6.

Jepsen, through Atty. John Ligtenberg, AFT general counsel, then brought suit for reinstatement.

Ligtenberg, in his arguments to the court, charged that the case against Jepsen "was trumped up for personal rea-



The motivating force behind a music festival at Chicago's Farragut high school was Mrs. Marie E. Muench, a member of the Chicago Teachers Union, Local 1. Mrs. Muench, director of the festival, is shown here with student vocalists, from left, Barbara Smejkal, Geraldine Cibulka, and Sandra Soplanda, and pianist Mary Cheal.

sons" and that it was motivated by the "political, partisan, and capricious actions" of the board of education.

Large Price for Honesty

"A reading of the evidence," Ligtenberg said, "clearly discloses that Jepsen had fallen out of favor at Bradley high school because of his refusal to cater to demands by the board and others that athletic interests be made paramount. He insisted on following the rules laid down by the Illinois high school association.

"Jepsen has paid a large price for honesty and integrity and for the demand that others practice those virtues and the court should right that wrong immediately."

Ligtenberg called the charges against Jepsen "trivial and insubstantial, and not sustained by the evidence" and in violation of the tenure law.

Judge Henry's decision, after dismissing the fifth and sixth charges against Jepsen, went on to discuss the first charge.

"The record discloses," Judge Henry wrote, "only one incident, a conversation with a group of men shortly after Jepsen was relieved of his duties as coach, where he criticized certain members of the board of education and their qualifications to act as board members. Perhaps he should have been more discreet. However, this was a matter that was remediable."

Judge Henry then quoted the section of the tenure law which states that a teacher be given reasonable warning in writing "stating specifically the causes, deemed to be remediable, which, if not removed, may result in charges."

"No such warning," Judge Henry added, "was ever given the teacher in this case."

Unions Win Ten of Eleven Under New Minnesota Law

ST. PAUL, Minn.—Unions have won 10 of 11 representation elections conducted under the new Minnesota law making collective bargaining mandatory when requested by public employees, according to Charles W. Johnson, state labor conciliator.

The first test of the new law soon after it was signed by Gov. Orville Freeman resulted in a victory for the Biwabik Federation of Teachers, Local 1303.

The law, regarded as a landmark in regulation of labor relations between government bodies

and public employee unions, was passed in the closing days of the 1957 state legislature with the sponsorship of the Minnesota State Federation of Teachers and the backing of public employee unions.

It was enacted after unions declared that many community officials, especially in rural areas, refused to meet the labor representatives to discuss wages or grievances.

The conciliator now has pending requests for elections in eight other communities.

Raise for Chicago Teachers; The Question Is, 'How Much?'

CHICAGO, Ill.—Chicago teachers are expected to begin the new year with salary raises made possible by an increase in the property tax rate, but, with the amount yet to be determined, the Chicago Teachers Union, Local 1, is pressing for a \$500 increase.

Benjamin C. Willis, school superintendent, has proposed a \$250 increase effective in January and has suggested the possibility of an additional \$100.

John M. Fewkes, president of Local 1, stating the determination of the local to win the higher figure, declared: "We have done extensive research to

find out how much additional money will come in with the aim of making the maximum available for teachers' salaries."

The local's House of Representatives set a target of a \$500 salary increase for teachers in all categories effective with the new year.

The present Chicago salary scale ranges from \$4,000 to \$6,250 in 10 years for BA's and from \$4,250 to \$6,750 in 11 years for MA's. Chicago teachers were denied an increase in September when the state legislature, at Gov. William Stratton's insistence, cut state aid for schools.

Charter State Federation, New Local in Missouri

KANSAS CITY, Mo.—A new AFT local and a new state federation were presented with their charters at a dinner here in which Carl J. Megel of Chicago, AFT president, and Mrs. Rosalie C. Kraus of Moline, Ill., vice-president, were speakers.

Mrs. Kraus, in presenting the charter for the Missouri State Federation of Teachers to Emil Cross of Independence, urged it to work closely with the



Mrs. Kraus



Mr. Cross



Mr. Little

AFL-CIO groups in the state on legislative, tax, civic, and salary issues. Cross is president of

the new state group as well as of the Kansas City (Mo.) Federation of Teachers, Local 691.

Need Better Tenure

Citing the need for better teacher tenure laws and school appropriations in the legislature, Mrs. Kraus said:

"Better tenure to protect teachers from being discharged without proven cause are greatly needed in Missouri, as are adequate state-supported salaries."

Megel presented the charter for the North Kansas City Federation of Teachers, Local 1309, to Norman Little, its president.

He praised the leaders and members of the Missouri locals for uniting in a state federation for necessary school and teacher legislation as well as other efforts to "establish a climate for professional growth."

Missouri Locals Attend

The charter presentation dinner was attended by representatives from the Teachers Federation of St. Louis, Local 420; the Independence Federation of Teachers, Local 1184; the Kansas City (Kans.) Federation of Teachers, Local 800, as well as from Locals 691 and 1309.

Labor and school officials of the area were guests.

Conference For Better Way of Life

CHICAGO, Ill.—Aaron Aronin, member of Workers Education Local 189, is organizing a labor conference on civil rights sponsored by the Jewish Labor Committee of Chicago, of which Aronin is field director.

The conference, which will be held Nov. 16 in the Hotel Sherman here, has as its theme "A Better Life for All—Labor's Challenge to America."

Sen. Paul H. Douglas of Illinois has been invited to address the expected 700 labor union delegates. Other speakers will be Charles S. Zimmerman, chairman of the AFL-CIO Civil Rights committee; Roy Siemiller, general vice-president of the International Association of Machinists, and Arthur Goldberg, general counsel of the United Steelworkers of Chicago.

A cross-section of Chicago area labor leaders will make up discussion panels.



Mr. Aronin

Butte Union Security Case To Get Jury Trial in Spring

BUTTE, Mont.—Hearing and decision in the legal battle wherein the Butte Teachers Union, Local 332, is defending its union security clause, has been postponed probably until early Spring by a petition and assignment for a jury trial.

The procedure was granted by Judge William Shallenberger in Butte's second judicial court, on petitions of Maurice F. Hennessey, attorney for the Butte school board, and Arnold H. Olson, the teacher union attorney.

The court's docket indicates that the next jury panel will not be called until March of next year, and the trial will likely be after that time.

Opponents Lose Benefits

Meanwhile, the eight non-union teachers who are seeking to set aside the union security clause, which requires all Butte teachers to join the union, are being excluded from the benefits won by the BTU for 1957-1958.

These include a \$325 across-the-board salary increase, which makes the BA starting salary \$3,950, and the maximum, after 10 years, \$5,225. The new MA minimum is \$4,225 and the maximum, also after 10 years, \$5,425.

A new sick leave provision al-

lows the union to negotiate for additional sick leave for a member who has used up regular sick leave during prolonged illness. Also, allowances for related extra-curricular activities are doubled, for journalism teachers to \$200 and for junior and senior class advisors to \$100.

Review Committee

Mrs. Freda D. Trethewey, president of the local, said the 1957-1958 agreement reinstates the union's credentials committee, whose purpose will be to "review the qualifications and experience of teachers hired for the purpose of placing them correctly on the salary schedule."

The non-union eight filed suit, with the backing of the National Education Association and the Montana Education Association, after they returned their 1956-1957 contracts with the union security clause deleted. They could not be fired because they are tenure teachers, but they were denied increments of about \$300 negotiated by the teachers' union that year.

Both the AFT and the Montana AFL-CIO have intervened in support of the Butte local. The AFT brief was prepared and filed by John Lightenberg, AFT general counsel.

Kentucky Federation Opens Office

LOUISVILLE, Ky.—The Kentucky Federation of Teachers now has a home presided over by an office secretary to co-ordinate and facilitate the Federation's expanding activities.

A headquarters office has been opened in Room 310½ Realty building, Louisville, with Mrs. Elizabeth Osborne in charge.

Mrs. Dorothy Hall of Louisville, KFT president, and Richard L. Miller, president of the Louisville Federation of Teachers, Local 672, played a central role in the opening.

The office is expected to play a major role in helping to expand the Federation's membership as well as centralize work previously distributed among KFT volunteers.

Argo Board Upholds Itself; Hauswald Case to Courts

CHICAGO, Ill.—The fight by Richard Hauswald, veteran suburban Argo (Ill.) community high school teacher, for reinstatement in his job was taken to the Circuit court in Chicago, after the school board by a split vote sustained its own controversial action in firing him contrary to procedures in the state tenure law.

The board upheld its own action after a 2-day hearing, in which Hauswald was represented by John Lightenberg, American Federation of Teachers general counsel, and backed by the South Suburban Teachers Union, Local 943 of which he is a member and other south and west Chicago area locals.

Five Others Quit

Hauswald was called before the school board by Charles E. Wingo, controversial school

superintendent, with five other AFT members and resignations were demanded. Five considered their jobs not worth the fight, got better ones and quit. Hauswald decided to contest, to protect his 26 years of seniority in the school.

At a hearing secured by Lightenberg, Hauswald denied charges he had failed to instruct adequately in English grammar and its usage, had refused to comply with the policies of the school, failed to have lesson plans available for substitutes, and was frequently absent from duties as a student counselor and from his classroom.

Charges Not Supported

Evidence failed to show that Hauswald had ever received orders to perform duties he was accused of neglecting, and Wingo and an assistant superintendent admitted they had never visited his classroom to observe his teaching.

Several of the school's student counsellors testified it was necessary for them to work in different parts of the building, and agreed with Hauswald's testimony that it was necessary for him to leave his counselling office and classroom at times to perform his duties.

Board Not Unanimous

Following the hearing, four of the board members voted to sustain their own action in dismissing the teacher; one member, Steve Kusenda, voted for Hauswald; another, John Ginalick abstained, and a seventh was reported home ill.

Lightenberg said the board's decision to dismiss Hauswald was expected under the circumstances and immediately filed the court petition for his reinstatement.

Chicago, Local 1, Blocks Longer Grade School Day

CHICAGO, Ill.—Chicago elementary teachers, who started the school year with no pay increases, have, through the Chicago Teachers Union, Local 1, forced a postponement of a move to lengthen their school day.

The Chicago school board took no action on a recommendation of School Supt. Benjamin C. Willis to increase the grade school teachers' day by 15 minutes to the seven hours now in force for high school teachers, after Local 1 branded the pro-

posal "unnecessary" and "unacceptable."

The CTU has long urged that the high school day be cut to the six hours 45 minutes of the elementary teachers and has suggested that this could be accomplished by shortening class periods, shortening the high school year, or by paying overtime for the extra 15 minutes.

John M. Fewkes, president of Local 1, declared:

"The Union is unalterably opposed to solving the problem of shortening the high school day by lengthening that of the elementary schools."

Union Cards Make Leaders Of Teachers, Better Schools

MINNEAPOLIS, Minn.—Frank M. Kohout, vice-president of the Minneapolis Federation of Men Teachers, Local 238,

told new men teachers in the Minneapolis school system at a dinner that "union membership can make any member an important part of a movement whose purpose is promoting school betterment."

The dinner was attended by an overflow crowd that filled the hall and adjacent rooms and corridors. Guests included about 60 new men teachers, five members of the school board, Dr. Rufus Putnam, school superintendent, and three of his assistants.



Mr. Kohout

Kohout, speaking of "What the Union Can Do for You," said that AFT membership provides friendly associations, counselling by experienced men, social opportunities, legal protection, grievance procedures, a credit union, a blood bank, advantageous insurance plans, attorney services, and "an opportunity to push your ideas."

Kohout pointed out that organized labor has been in "the forefront of the public school movement" in the U. S. since the inception of the school idea and has repeatedly reaffirmed its increased support for education.

Supt. Putnam, in a brief speech, lauded "the outstanding accomplishments" of the men's federation throughout the years.

A. James Heller, president of the local, presided at the dinner, and Warren Peterson and John J. Reiter, vice-presidents of the local, were in charge of arrangements.

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How the Union Works for You

By Ned Freeman*

PROTECTION: The union will protect you from a type of supervision by superiors that tend to undermine the classroom teacher by destroying his or her self-confidence, a type of supervision that is *snooper* rather than a constructive effort to improve educative practices. It will protect you from *personality* clashes or discrimination because of race or religion. Its protection will make you feel secure in the classroom. The Federation strictly opposes any salary differential based upon merit rating.

VIEWPOINT: The union will give you a viewpoint which is strictly that of the *classroom* teacher. Administrators are not permitted to belong. The meetings, talks by AFT leaders, AFT magazines, newspapers, and pamphlets present a point of view that cannot be gained elsewhere. It is a viewpoint that is unconfused with other viewpoints; a viewpoint that respects labor, classroom teachers, liberal democracy.

CURRICULUM: The union fights for a curriculum that does not avoid controversial questions, but seeks to find answers to them by understanding them through study. The union teacher insists that right attitudes toward industry and hard work are cultivated in the child. The union teacher represents the case for the working man as well as that of the employer and in this regard, *What you are speaks louder than what you say*. The union teacher with the true union spirit is a great force to combat the anti-unionism and ignorance of unionism that is springing up in our schools.

WORKING CONDITIONS: The union attempts to prevent overloading teachers with pupils and preparations. It insists on disciplinary action that is effective and that gives proper protection to the teacher. The AFT secured the passage of a law in Illinois to give all teachers a 30 minute uninterrupted lunch period. The union will handle in a diplomatic and effective way any grievances that you may have concerning any working condition that is detrimental to good teaching in your building. We work for the repeal of the requirement that teachers over 50 attend school as a condition of continued employment in Decatur schools.

LEGISLATION: Legislation that is favorable to the classroom teacher is being fought for in state and national governments with part of the money you pay for dues. The lunch hour law mentioned previously is the result of one such effort. Even more spectacular has been the spread of tenure laws across the nation. This permits union membership without fear

*President, Decatur, Ill., Federation of Teachers, Local 877.

of being fired. Another significant legislative effort by AFT has been the continued rise of teacher minimum wage laws.

SALARY: Some people, unfortunately, have the idea that the teacher's union is a slot machine. You put a quarter into it and take out a dollar. This is a materialistic, unworthy attitude toward the teacher's union or any union. Salary is just a part of making happy teachers. We must work hard for higher salary schedules, sick leave, and severance pay, but it is only part of what the union does for you.

That school teacher's suggestion of homework for the family is well worth considering. . . . It was put before the annual convention of the American Federation of Teachers by Miss Selma Borchardt of Washington, vice-president.

Parents would "share the learning process with their children." All parents would get a better understanding of what schools are trying to teach and how. . . . What better way to start than by doing school homework together.—Lockport, N. Y., Union Sun and Journal.

The Positive Approach

From The San Bernardino Teacher*

Often-times these days, we hear critical voices utter the broken-record theme that goes like this: "Teachers should take the positive approach," "avoid negative thinking," or "whatever we say or do we in education should use only the positive approach," Just what they mean is seldom defined . . .

The only way an honest positive approach can be used is to be realistic—not to hide mistakes and inadequacies. Sweeping the dirt under the carpet and wearing rose-colored glasses can hardly be called positive.

For over 100 years, we have tried to kid ourselves and the public that the blame for our shortcomings should be attributed to various emergencies, material and manpower shortages, the tax structure, and a host of other results of the evolution of our modern society.

The schools have clung to antiquated employee practices of master and serf relationships. They have clung to their traditional practices of promotion on favor basis instead of upon competitive examination and proven ability. They have divided the teacher and the administrator by a far-too-large salary differential. The schools have turned their backs on modern personnel practices and refuse to accept the responsibility of employee morale and problem solutions with mutual satisfaction as a goal.

These archaic practices have been reflected in our teaching, in our lack of progress and in our responsibility to keep abreast of the community in preparing our youth. We have allowed classroom teaching to become a dangerous stepping stone to the more lucrative jobs of administration. We have allowed academic standards to be lowered and have allowed scholarship and studiousness to become bad words.

The balance of our society has been faced with the same problems of evolution as have our schools but have faced these problems head-on and in a realistic manner. This is true positive thinking . . .

In these areas of society they have faced employment relation problems; they have come up against material shortages and, through research, have discovered better and more economical substitutes; they have had to compete on the employment market and have found ways to attract capable personnel; they have realized that the employee has the right to organize independent of management, that the employee is next to the production situation and can offer many good constructive suggestions to reform and improve.

Most important of all is that our modern industrial system has initiated processes to allow problems and misunderstandings to be aired in an atmosphere of equality of employee and employer. They are working out their problems through collective bargaining and true grievance procedures and true personnel practices. This is positive action.

When our educational leaders, our school superintendents and our school boards decide to face our employment relation problem realistically, realize that the school problems have to be brought into the open, and the teacher is the key person in the educational system, we will have made our first step toward alleviating the teacher shortage, overcrowded classrooms and watered-down educational possibilities. This will be positive thinking. Until then the "chromium curtain," the "Barnum and Bailey" cover-up, and the "positive approach" will be used to camouflage the real issues.

*Publication of the San Bernardino Federation of Teachers, Local 832. By John E. Otsen, president.

The President's Column

By Carl J. Megel

BEN FRANKLIN once said: "Nothing is sure but death and taxes." Were he alive today, he would probably revise his statement to something like this: "Nothing is as certain as death and taxes, except that the American Federation of Teachers will be in the vanguard in support of teacher rights and better schools."

Since the close of our convention in August, we have probably helped more teachers whose rights have been violated than in any similar time in our history. In brief, these cases concern teachers in:

Argo, Illinois, where six teachers were called in by the Superintendent five minutes before three and, in a star-chamber, high-pressure session, were asked to resign.

Terre Haute, Indiana, where teachers were urged by the township trustee to buy an automobile at his agency if they wished to continue teaching in his township.

Pawtucket, Rhode Island, where the Board of Education refused to negotiate according to their collective bargaining agreement, thereby forcing the teachers to strike. It seemed evident that the Board, through injunction, was determined to get a court decision that public employees have no right to strike.

Charleston, Illinois, where a teacher, arbitrarily dismissed, was through the activity of the union restored to her job by the courts.

Bradley, Illinois, where another union teacher unjustly dismissed was restored by the courts.

East St. Louis; Butte, Montana—and so it goes! In every instance, representatives of the American Federation of Teachers were called in immediately to help in every way they could—limited only by manpower and funds.

It is, indeed, significant, that not a single teacher received any kind of help or support from any other organization in spite of the fact that some had been members of such organizations for many years.

DURING THE PAST two months, I have had the privilege of visiting with Locals in Minnesota, Iowa, Missouri, Illinois, Wisconsin, Michigan, Indiana, Pennsylvania, Washington, and New Jersey. The conditions facing American education have become even worse in the past year. More boys and girls are going to school only half day. In all, over 2½ million students are deprived of full-day education.

But, my visits brought me encouragement because I found a growing spirit of optimism on the part of our locals—a feeling of confidence and assurance that their program was right and that the ideals of the American Federation of Teachers were worth fighting for. Membership campaigns and new challenging objectives have enlivened the membership.

Unfortunately, overcrowded classes, underpaid and much over-worked school teachers and inadequate housing are not our only problems. The tragic occurrences of Little Rock have shocked the nation. The irresponsible actions of a Governor whose defiance of the law of the land brought Federal troops to Little Rock, makes the American public alive to a very serious issue. The deplorable events headlined in Little Rock are in significant contrast to the long and humane effort of the AFT in promoting the educational opportunity of all children. We work constantly for the rights of all people regardless of race, creed or color.

The American Federation of Teachers has been and will continue to give leadership in promoting integration. Your Executive Council, by official ballot, complimented the President of the United States for his action in forcing integration in Little Rock.

NOW WE READ of Russia's "moon" and the scientific progress being made by that nation on technical research. It gives us cause to pause and wonder what other educational and scientific progress is being made in a country seeking for its own purposes, international dictatorship. It makes us aware more than ever before, of the tremendous need there is to accelerate and promote the fundamentals of education for all American children that they may be prepared to cope with the problems before us, and be alert to the scientific and technical truths which can only be unfolded through the educational processes.

Ours is a proud profession. Upon our shoulders and in our hands lies the great responsibility for the development of that intellectual future of America's citizens.

Yes! These are turbulent times, fraught with frightening tensions. Only education can bring about the intelligence to cope with the problems realistically. In this march, the American Federation of Teachers is giving, and will continue to give, its able assistance and leadership.



A new Cleveland Heights teacher, surrounded by officers and displays of the Cleveland Heights Federation of Teachers, Local 795, learns about the advantages of AFT membership. Shown here in Local 795's "Federation Room" set up to display the Federation's work, are from left, Mark R. Matovina, vice-president of the local; F. Joseph Lora, president; Mrs. Marie Ellis, chairman of the pupil welfare committee; Miss Carolann T. Gang, the new teacher, and Mrs. Joanne T. Blazek, recording secretary.

N. Y. Guild Wins Conference With Board on School Issues

NEW YORK, N. Y.—Charles L. Silver, president of this city's board of education, has agreed to meet with representatives of the New York Teachers Guild, Local 1, to discuss school integration, difficult schools and staffing problems.

Such a conference had been called for by Charles Cogen, Guild president, to end "destructive controversies." He charged that teachers are being "black-jacked into transfer to the difficult schools."

Cogen immediately submitted a list of proposals for the meeting, including that the board ask for an emergency appropriation for improving the difficult schools.

For Constructive Approach

Previously he declared: "There should be no such schools in New York. The city can afford to improve teaching conditions, and give remedial services which will let children get a good education. We are interested in bringing about a more constructive approach to the problem."

"The city, when it cut \$52 million from the present school budget, indicated that it did not really intend to carry out its own plan for improving conditions in those schools."

In a front-page story in the New York Herald Tribune under his by-line, Cogen spelled out the details of the city administration's slashing of the education budget which also affected other areas.

He wrote: "In the elementary schools 182 school clerks were requested for increased services, only three were allowed; 1,338



Mr. Cogen

additional teachers of regular grades were requested, only 279 were allowed; 35 new positions in speech improvement requested, none allowed; 50 special language teachers for Puerto Rican children requested, none allowed; 33 teachers of library requested, none allowed; also 22 special classes for extreme cases of retarded mental development, none allowed.

Improvements Denied

"A similar knifing of the educational budget took place in the junior and senior high schools. Plans for expanded guidance curriculum research, reduction in class size, and other needed improvements were thrown into the waste basket."

Cogen then outlined the Guild's program for difficult schools, including additional supervisors and clerks, clinical teams of social workers, psychologists, and psychiatrists, school-community coordinators, and maximum class size of 20 pupils.

"Only frustration," Cogen wrote, "can result from the prevailing conditions. The basic cure, unlike the quack remedy of forced transfers of teachers, will cost money. But it will be cheaper than jails and wasted lives."

Stewart ILO Teacher In Egypt

CAIRO, Egypt—Arthur Stewart, a past-president of the San Francisco Federation of Teachers, Local 61, and former vice-president of the California State Federation of Teachers, is working here for the International Labor Organization of the United Nations.



Mr. Stewart

He has taken a year's leave of absence from the San Francisco schools to assist in setting up a training program for Egyptian electricians.

Stewart was president of the San Francisco local in 1955 when the school board attempted to ban political activities by teachers and led the successful fight for the restoration of political rights of teachers.

Another Hike For Taylor Township

WYANDOTTE, Mich. — The Taylor Township Federation of Teachers, Local 1085, has won salary increases for 1957-1958 as high as \$550 at the MA maximum additional to those negotiated by the local last spring.

For the past three years, the local has negotiated salary increases in the spring and, in each case, has won a rider to the contracts providing for further increases if more money becomes available. There were further increases in the fall.

This spring, a \$4,450 to \$6,200 seven-step BA schedule and a \$4,800 to \$6,550 eight-step MA schedule were negotiated—and the riders attached. During the summer, the Michigan legislature made additional school money available.

This made it possible for the Taylor Township school board to raise the BA minimum to \$4,500 and, with the increase of increments to \$300 from \$250, to make the maximum after seven years, \$6,600. While the MA floor remained at \$4,800, a \$550 increase at the MA maximum raised it to \$7,200, after eight years.

Robert Waltmire, president of the Taylor Township local, was also chairman of the salary committee, which included Mavis Haynes, Anna Weeks, and Tom Clarke.

Fringe benefits gained included full military service credit for those drafted from the school system and provision for sabbatical leave pay of half the MA maximum for those at that step.

Minnesota Attorney General Rules For Fair Employment

By Charles E. Boyer*

MINNEAPOLIS, Minn.—Have you ever filled out an application form for teaching or other employment that did not require disclosure of nationality, color, church affiliation, and ending with a request for a photograph?

Often, any one of these items carries more weight than ability and job competence. Because of this, fair employment practices laws are enacted. Minnesota has such a law.

Appearances No Asset

Recently, the state attorney-general ruled that an employer request for a photograph, except in rare instances, violates the fair employment practices act. He stated that it was the intent of the legislature, in passing

*Vice-president, American Federation of Teachers.

the act, "to prohibit appearance as a job qualification."

Would appearance be a bona fide job qualification for teaching positions?

The attorney general ruled in the negative, though, for years, school boards have required photographs. In commenting on the "rare exceptions," he could think only of applications for a modeling position.

Added to Handbook

The new ruling will be incorporated in a pre-employment guidance handbook which the fair employment practices commission is preparing for distribution.

The same reasoning should be applied to church, social, and professional memberships of job applicants. There certainly is no relationship between these and teaching competence. These, too, should be eliminated from the job application.

Attacks on Teachers Spiral In Chicago in Two Years

CHICAGO, Ill. — Assaults on Chicago teachers are reported to have totaled 27 in the last two years, increasing sharply in the 1956-57 school year.

This was reported by the Chicago Sun-Times, which included among the assailants, eight teenagers who had dropped out of school and three mothers.

Lester J. Schloerb, assistant school superintendent for personnel, said that under the board's policy of listing an assault case as one in which the board pays medical bills, there were four assaults in 1955-56 and eleven in the 1956-57 school year.

"Any Attack an Assault"

John M. Fewkes, president of the Chicago Teachers Union, Local 1, commented that "any attack is an assault, and that a

medical bill is not a valid basis for judging this."

He said the CTU has asked the state's attorney and the police to take drastic action in attacks on teachers, and both were giving the problem close attention.

Assailants in the "official" cases of school board record included one pupil, one parent, and two persons listed as "unknowns" in the 1955-56 year, and six pupils and five "unknowns" last year.

Knife Puller Freed

Meanwhile an 11-year-old boy who pulled a knife on a school monitor who was trying to prevent a fight, was cleared in a Chicago court. Judge William M. Barth said the offender "did not look like a bad boy" and chalked the incident up as a "childish prank."

Jack Barbash Joins Staff Wisconsin Workers' School

MADISON, Wis. — An AFT member and for years an outstanding leader in American labor education is joining the staff of the University of Wisconsin School for Workers.

The appointment of Jack Barbash of Washington, D. C., a member of Workers Education Local 189, as professor of labor education, extension division, in the school was announced by the Board of Regents.

The announcement said that the appointment insures "continuing leadership of the university's pioneering school (for workers), the model for similar schools in 80 other colleges and universities."

AFT Workshop Leader

Barbash, who has been director of research of the AFL-CIO industrial union department, in Washington, plans to move to Madison Dec. 1, when his new appointment becomes effective.

The post will be by no means new to him since he has been a

member of the summer faculty of the school for the past 17 years, and a familiar figure to the many AFT members attending the AFT's annual summer workshop.

Barbash holds a BS and MA from New York University where he majored in economics, and has held numerous labor, government and teaching posts since.

He has been economist for the National Labor Relations Board, economic adviser to the U. S. Office of Education; specialist in labor economics for the War Production Board; economist in the Bureau of Labor Statistics, director of education for the Amalgamated Meat Cutters, and staff member of the U. S. senate subcommittee on labor and labor management.

Writes For AFT Magazine

He has written several books, including "Labor Unions in Action," "Universities and Unions in Workers Education," and "The Practice of Unionism," as well as numerous pamphlets and articles in professional and labor journals. His latest article, "Union Philosophy and the Professional," will appear in the December American Teacher magazine.

Robert W. Ozanne, who has directed AFT summer workshops in recent years, is head of the university's School for Workers.

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Snapped at the dinner of the Minneapolis Federation of Men Teachers, Local 238, for new men teachers in the Minneapolis school system are, from left, A. James Heller, president of the local; School Supt. Rufus Putnam, and Frank Kohout, local vice-president and main speaker at the dinner.

How AFT Research Director Helps Locals and Members

NEW YORK, N. Y.—Miss Mary Herrick, AFT research director, told the Industrial Relations Research Association meeting here that "no research is of value unless it is used."

Speaking on "Research in the Problems of Union Teachers," Miss Herrick outlined how AFT research is used.

"The 24 state federations of teachers," she said, "find it valuable in preparing their legislative programs. Data on public

The AFT research study on Discipline has been printed in quantity as instructed by the Chicago convention, sampled to locals and may be ordered in lots of 10 for 50 cents per copy. It is of tremendous value to teachers, PTA's, government officials, public and university libraries and the press. A second new study on Higher Education, Problems and Prospects, is also available at 25 cents per copy.

see school system, with one of the lowest state salary systems.

"Data on Federal law on 'Federally impacted school areas,' on Tennessee school law, and on salaries in cities of comparable size and buying power throughout the U. S. were furnished by the research department, including the basis of solution of the same problem at Los Alamos, N. M.

"The local was able not only to keep its 1956 salary scale, but to negotiate an increase, justified on training and experience.

Special Studies

"Locals ask for special studies on curriculum changes, methods of aiding maladjusted children and exceptional children of all kinds, and other teaching problems, as well as on the economic problems of teachers."

Listing the three areas of research of concern to the AFT, Miss Herrick said:

"The first is concerned with problems arising from the philosophy of education which is the heart of the teacher union movement. The second deals with the changes necessary in present educational practices to put them in line with philosophy. The third develops the techniques by which local and state federations of teachers may accomplish these changes."



Miss Herrick

health laws on lunch hours for teachers helped overcome the objections of Illinois school boards to an uninterrupted 30-minute lunch hour.

"Studies on OASI and minimum salaries were in demand in legislative campaigns. In Indiana, Louisiana, and Florida, where bills on merit rating as a salary base were considered in 1957, AFT material helped defeat the legislation. Locals in Jacksonville and Miami circulated every member of the Florida legislature with the study on 'Merit Rating—A Dangerous Mirage.'

Publications Helpful

"All AFT publications are found helpful in negotiations with local school boards. Materials on major problems of educational theory are circulated to civic agencies interested in schools as well as to school board members and administrators."

Miss Herrick detailed one example of "special aid to locals for whose problems general information is not sufficient.

"In 1957," she said, "the local at Oak Ridge, Tenn., faced the removal of Federal financial support for a salary schedule based on national standards, and inclusion within the Tennes-

Judge Scores Board

From Page 1

of which Mrs. Smith is a member, and Mrs. Elizabeth Gordon is currently president, requested reinstatement.

More than 150 parents of present and previous students in the teacher's classroom also petitioned that she be given her job back. Kenneth A. Green, Mrs. Smith's attorney appealed the case to the circuit court.

Judge Spivey used strong language in reversing the board, pointing out that testimony against the teacher at the board hearing was "replete with incomplete evidence."

He also pointed out that James Sexsan, principal at Lerna, and Glenn Johnston, elementary director of the Charleston Community Unit, both testified that Mrs. Smith was a conscientious, hard working teacher.

Testimony also showed that Mrs. Smith had spent 15 years in teaching, nine of them in Lerna, and that she had spent her own money for classroom materials. The judge added: "We need more teachers like that."

Covered By Lloyds

From Page 1

was recommended by the Chicago convention Executive council effective the Oct. 1 date.

The AFT is assuming the cost of the plan at 20 cents per member until April 1, when each Local will take over responsibility for it at 2 cents per month per member retroactive to Oct. 1.

It is expected to meet a growing need for such insurance due to the discipline problem in the schools.

Megel said that an exception has been made in Michigan where coverage is already supplied by the Michigan Federation of Teachers until Feb. 1, but that on that date all Locals desiring to do so may transfer their coverage to the AFT plan as of Jan. 1.

West Suburban

ELMHURST, Ill.—The West Suburban Teachers Union, Local 571, honored new teachers in schools of the Chicago suburban areas covered by the local at a dinner here.

Mrs. Evelyn Gleason, president of the local, reported that speakers included G. H. Wang, executive director of the Chinese-American Civics Council, who spoke on "America Through an Oriental Window," and John M. Fewkes, president of the Chicago Teachers Union, Local 1, who spoke on teachers' labor relations.

New York Superintendent Confirms Freedom to Join

SYRACUSE, N. Y.—The Empire State Federation of Teachers is sending copies of an open letter from its president, Eliot Birnbaum of Syracuse, regarding teachers' rights to join organizations of their choice to all New York state school administrators.

The letter quotes James E. Allen, Jr., N. Y. Commissioner of Education, in reply to a Federation letter as follows:

"I certainly agree with you

that all teachers should have free choice in determining the professional organization they wish to join or not to join on the basis of their own convictions.

"To the best of my knowledge and belief, no attempt has ever been made, nor will be made, by the State Education department to bring pressure upon teachers to join any particular professional organization."

St. Paul Merger

From Page 1

merger, a new era in teacher unionism in St. Paul is assured.

Long, Careful Planning

The merger came about after weeks and months of final planning. It had, however, "been in the air" for years, and reached the action state about two years ago when a committee headed by Claudius Wilken as chairman was appointed to study the merger proposition.

During the years of their separate existence the two locals had a joint council which functioned with officers and committees, but there was a great deal of duplication of effort and loss of time because of referral back and forth for urgent decisions.

Many of the leaders felt that this duplication would be eliminated by having one organization. The study committee confirmed that a merger was logical. From this point on, it was a matter of details, but one requiring long hours of work.

New Constitution

A proposed constitution was presented and discussed at a membership meeting of both organizations. Then an overwhelming referendum was held. Legal aspects were put in the hands of a committee headed by Charles O'Connell, and with Claudius Wilken, Farmer, Mrs. Topdahl, Lettishia Henderson, Anastasia

Tour to Honolulu

From Page 1

lines scheduled plane in time to enroll, and have the choice of returning to either Los Angeles or San Francisco on the same line.

For Information

It is expected that complete information will be available by mid-November. The Harry E. Caylor Organization (AFT public relations counselors), 30 West Washington st., Chicago 2, Illinois, has been designated as tour and transfer agent, to accept enrollments and handle finances for enrollees. Inquiries should be addressed to that organization.

This is not a bargain basement study-tour. Arrangements have been completed to make it one to be long-remembered. It is to the most glamorous and interesting island territory of the United States, and no passports are required. The university is fully accredited.

Description of Course

A description of the credit-course supplied by Sakamaki is as follows:

"SOCIOLOGY S. 292, Hawaii and its People (5 credits): Ecological, demographic, and cultural factors in the development of the modern Hawaiian community; analysis of factors affecting the definitions of race and race relations in Hawaii; institutional structure and function with special reference to the influences of native and immigrant institutions on contemporary life in Hawaii. Daily 9:10-11:25. Field trips arranged.

On Life in Hawaii

"This course will carry graduate credit but will be open to both graduate students and upper division undergraduates. Its basic purpose is to give a broad and comprehensive understanding of life in Hawaii, and will revolve around a continuum of

Egan and Elizabeth Baker as members.

The committee reported that the most logical solution was for Women's Local 28 to extend its jurisdiction to include all teachers in the system and for men's Local 43 to give up its jurisdiction and drop out of the picture. This procedure eliminated the need for a new charter, and the pride of pioneering is maintained by keeping the earlier number 28.

Offices and Board

An election was held and besides Farmer and Mrs. Topdahl, the following were named officers of the merged federations:

Harold Bernsten, second vice-president; Elizabeth Baker, third; Anastasia Egan, recording secretary; Margaret Kelly, corresponding secretary; Marie Cook, treasurer, and Arthur Anderson, financial secretary.

Members of the executive board include Ann Barnes, Irene Collins, George Docken, Lavina Gilson, Conrad Hoff, Michael McDonough, Alice McSherry, Florence Nash, Eino Neittamo and Claudius Wilken.

Conrad Hoff and Ann Barnes were in charge of the merger banquet, at which AFT President Carl J. Megel was principal speaker, and more than 500 teachers, school officials, labor leaders and the city's political and civic leaders attended.

"With its merged membership," Farmer said, "new Local 28 will go forward with even greater vigor."

basic lectures by the professor, Dr. Douglas Yamamura, the chairman of the Sociology Department, and special lectures by authorities in such subjects as Hawaiian history, economics, geography, government, religion, etc. Class discussions will be an important part of the course.

"Field trips will be arranged for visits to the Bishop Museum, temples and shrines, schools, business and industrial centers, plantations and mills, American and Oriental newspaper plants, hospitals, etc., to give the class a first-hand view of various aspects of the multi-racial, cosmopolitan community comprising the half-million people of Hawaii.

"Registration will be open to college graduates, upper division students in accredited colleges, and mature adults without college degrees, wishing to take the course for credit or as auditors. Auditors pay the same fees but do not take any examinations and are not required to do any work assigned to credit students. Ordinarily, auditors are not permitted to participate in class discussions.

Enrollment Procedure

"Pre-registration for the course by members of your Federation and others coming to Hawaii under your auspices is to be handled through the office of the Harry E. Caylor Organization, of Chicago, acting as your tour and transfer agent. Certification forms for teachers may be signed by school superintendents or principals rather than by officials of colleges or universities."

There will be no minimum for the number of enrollees within reason. Quite a large number of inquiries and applications for the tour have already been received due to a preliminary announcement at the AFT convention, and these will receive information as soon as uncompleted minor details are settled.

Pawtucket Keeps On Fighting After Losing First Round

By William C. Bray*

PAWTUCKET, R. I.—If you are at all superstitious, you will appreciate that Friday, the 13th, was a most unlucky day for members of Local 930, the Pawtucket Teachers Alliance.



Mr. Bray

It was on a Friday the 13th this school year that a temporary injunction issued by Superior Court Justice G. Frederick Frost ended an 8-day strike of Pawtucket teachers which began with school opening.

In ruling that a strike of teachers was illegal, Judge Frost apparently felt legally secure in completely ignoring the necessary findings of fact required by Rhode Island's very powerful anti-injunction law. On that basis he enjoined the strike.

Justices Ended Vacation

Francis R. Foley, attorney for Local 930, immediately contacted a three-member quorum of the Rhode Island Supreme court, although the latter was in recess. Supreme Court Justices Condon, Paolino, and Roberts agreed to interrupt their vacations. They returned to the bench to hear Foley plead for a stay of the injunction.

His argument, however, went for naught; after a deliberation lasting several hours, the Supreme Court denied a stay of the injunction. An appeal of the legality of the injunction itself was scheduled before the same court at press time.

Meanwhile, about 350 striking AFT members and 85 non-union sympathizers were forced by court order to return to 17 Pawtucket school buildings. For one hour each day some of these schools had been kept open technically by a skeleton staff of 25, mostly administrators.

"No Salary Scale"

Pawtucket is an industrial community of just under 90,000 population. It has a public

*First vice-president and past president, Pawtucket Teachers Alliance, Local 930.

school enrollment of about 10,000 pupils with 460 teachers and administrators. There is no teacher salary scale as such. The city paid its beginning teachers \$3,000 last year, its veterans of more than 14 years, \$5,300 and \$5,400. Its high school principals get \$8,100, while the assistant superintendent drew \$10,500 and the superintendent \$12,500.

The property tax rate is a low \$29.50 per \$1,000 of assessed market value. Pawtucket spends little more than 30% of its tax revenue from local and state sources on public education.

Local 930 was born out of trouble in 1946. It has had one continuous struggle since. From a strike threat which became a lockout in the fall of that year came recognition of the Alliance as the sole representative of the teaching and administrative staff, a written contract, and genuine collective bargaining status.

Bitter Negotiations

It took a 15-week strike to renew the contract in 1951, and almost a year of bitter negotiations to repeat the performance in 1955. That contract was for two years and expired Sept. 1, 1957.

Negotiations to renew and improve it began in Nov., 1956. The school committee insisted that sessions be carried on in the presence of reporters from the two teacher-hating local newspapers. The Alliance said, "No."

Four months went by. Neither side budged. On March 26, the union met and voted:

"No contract, no work after Sept. 1."

The school committee shortly after agreed to exclude the press and negotiations began intermittently with little or no genuine progress. But for practically every negotiating session the school committee was late. The union protested twice.

Then one hot June night, with the school committee already 40 minutes late, the union group left, notifying the superintendent it would return for a scheduled meeting the following evening.

The school committee, chairman, incensed, broke off negotia-

tions completely. There was no resumption until two days before school opening. A session that night produced no results. An all-night session the next night broke up at 6:13 a.m. School opened and the strike began.

Fund Distribution Crux

The crux of the dispute is the distribution of the available funds. The school committee, to divide the union and, so it says, to meet competition in the teacher market, wants to give teachers with just a few years experience as much as \$850 each. But it refuses to raise 216 veteran teachers now receiving \$5,300 and \$5,400 to a maximum higher than \$5,675 for this school year, with \$200 more in each of the second and third years.

It admits the funds to finance an immediate raise of \$600 across-the-board are available or could be appropriated. That's the way Local 930 wants it. But the school committee said, "No."

And the strike went on. Judge Frost ended it abruptly, but the legal battle goes on while the Alliance smolders internally.

Local 930 is bent, but not broken. Say its officers: "We have lost, but only the first round!"

New Teacher-Backed Board Members Lift Ban on UN

By Edward A. Irwin*

LOS ANGELES, Calif.—A touch of sanity found its way back into the rules of the Los Angeles board of education when that body voted to stop labeling of the United Nations as a "controversial subject."

The old policy, put into effect in 1953, not only halted such activities as essay contests on the UN, but cast a shadow of fear over teachers, who indicated in more than one survey that they felt they could not even discuss "controversial" subjects.

Leading the fight for change of the policy was Mrs. Georgiana Hardy, board member who was elected two years ago with wide community support, including that of teachers and labor.

Singled Out UN

She pointed out that the old governing policy for the study of current public problems had singled out the UN, but "no other issue or organizations."

"A single consistent policy relating to instruction and study

*Editor, Los Angeles Union Teacher.

of controversial issues is preferable," Mrs. Hardy said, "to attempts by the board to direct the administration of policy on each controversial issue."

While Mrs. Hardy led the fight, the change in rules was possible only because of the election of Mrs. Mary Tinglof and Dr. Ralph Richardson to the board this spring. The same coalition of liberal forces that helped to elect Mrs. Hardy staged a tremendous campaign to oust Edith Stafford, then president of the board, and Ruth Cole, architects of the restrictive rules.

Local 1021 Backed Change

At the public meeting held prior to the vote on the policy change, nine speakers appeared against the measure and 11 for the change, including Hank Zivetz, executive secretary of the Los Angeles Teachers Union, Local 1021, the only teachers' organization to appear.

Zivetz declared, "Facts on the United Nations, on the Soviet Union, on sex education, or on any other 'controversial' subject, do not constitute the danger. Rather, the denial of free discussion, the refuge we take in narrow conformity, the magnified fear of controversial facts of life are the real subversives in our democratic midst."

Censorship Like Arsenic

The Local 1021 official said that some people claim that thinking makes their head hurt. "Removing controversy from public education might be the aspirin for the aching head," he continued, "but its ultimate effect will be like arsenic to the blood stream of our democracy."

Typical of the outcry against any change in policy was the voice of P. A. Horton, chairman of the American Legion's 6th Area Americanism Commission, who told the board, "The United Nations is Communist-inspired, atheistic, and for one world."

The vote of the board was 5 to 2 in favor of the change.

Detroit Teachers Migrate To Higher Paying Suburbs

DETROIT, Mich.—Detroit is losing teachers at about double its usual rate.

George Baker, school personnel director, reports that 650 teachers left the Detroit schools the first half of 1957 and that the year's total would easily double "the 400 who used to leave the system only a few years ago."

He attributed the losses to better salaries and working conditions in suburban schools and industry and to earlier retirements.

Urges Top Salaries

"The way to halt this exodus," Mrs. Antonia Kolar, president of the Detroit Federation of Teachers, Local 231, declared, "is to pay the best salaries in the country and to make teaching conditions as nearly ideal as is possible in a big city system." School construction in Detroit, meanwhile, has virtually halted as the result of last spring's school tax defeat and it will be two years after money is again

available before new schools can be finished.

Takes Stop-Gap Step

To meet the overcrowding caused by the additional 7,000 pupils who enrolled this fall, the Detroit school board has adopted a stop-gap program of reorganizing some schools. Pupils in crowded schools will be shifted to not-so-crowded schools and some high schools have been converted to elementary schools.

Leonard Kasle, member of the school board, objected to this program, pointing out that its net effect will be to make more classes larger for several hundred teachers.

Increases Class Loads

"Just taking children off the street," Kasle said, "does not solve the problem of providing a basic education."

"What we are doing will only make the class load heavier and make the teacher's job far more difficult."

Comes Back as Substitute After 46 Years of Teaching

RIVER ROUGE, Mich.—Miss Agnes Pelissier, who "retired" after 46 years of teaching, is back in the River Rouge school system—this time as a substitute teacher.

Miss Pelissier had been a math teacher and librarian at Northrup elementary school since it opened in 1925, but she did not envision "a rocking chair and knitting" upon reaching River Rouge's mandatory retirement age of 65. Instead she began substitute teaching for her 39th year in River



Miss Pelissier

Rouge schools.

"I will never be out of education," she told teachers and former students at a tea in her honor. "I have always loved children and these 46 years have been very rewarding to me."

To Miss Pelissier, a member of the River Rouge Federation of Teachers, Local 824, and a charter member of the Michigan Federation of Teachers, a teacher's best equipment is not school buildings, pencils, and books.

"A true teacher," she said, "must have a God-given love of children, a warm and understanding heart."

Miss Pelissier began her teaching career in Munising, Mich., in 1911, and taught there for eight years before coming to River Rouge.

Highland Park \$250 to \$550 Pay Increase

HIGHLAND PARK, Mich.—Salary increases of from \$250 at the minimums to \$550 at the maximums are in effect this school year for Highland Park teachers as a result of the efforts of the Highland Park Federation of Teachers, Local 684.

Dr. David A. Hilton, president of the local, reported that



Dr. Hilton

the union's salary committee, working through the summer, was able to win a new BA schedule that goes from \$4,500 to \$7,200 and an MA range of \$4,800 to \$7,500, with both maximums in nine years.

Sick leave of 10 days per year may now be accumulated to 80 days, and the Highland Park teachers' union is setting its sights on a sick leave program of 12 days cumulative to 200 days. Three days are now available each year for personal business.

"In addition," Dr. Hilton said, "travel expenses and time to attend professional conferences have been established in the year's budget, thus providing the opportunity for many staff members to participate in such professional activities."

Hetherington New La Crosse Postmaster

LA CROSSE, Wis.—George Hetherington, member of the La Crosse Federation of Teachers, Local 652, is the new postmaster of La Crosse.

He resigned as dean of boys and vice-principal of La Crosse Central high school to assume his new duties, and was sworn in this fall by Congressman Gardner Withrow of Wisconsin's third district. He will have 125 governmental postal employees working under him.

Hetherington had taught in La Crosse since 1930, had been active in the teachers' union, and had served as chairman of the La Crosse County Republican organization since 1954.



Mr. Hetherington

PAI Names Four Leading Women Labor Paper Editors

By Leo Solomon*

WASHINGTON (PAI)—Women are becoming an important factor in trade union journalism.

Increasingly they have been stepping up the journalistic ladder to executive desks on large circulation labor papers. Many more are assistant editors and reporters on weeklies and monthlies ranging from international journals to mimeographed local newspapers.

Among the hundred and more women editors and reporters now serving the American labor press are a vice-president of the International Labor Press Association, at least four top flight editors, many by-line writers, and columnists.

Heading the list of editors are Mrs. Brownie Cuthbert, vice-president of ILPA and editor of the Chattanooga Labor World; Marie V. Downey who edits the Electrical Workers Journal for the IBEW; Patricia H. Donnelly, editor of the Lithographers Journal, and Marie L. (Mrs. Harry E.) Caylor, editor of the American Teacher publications of the American Federation of Teachers.

Succeeded Husband

Marriage brought Brownie Cuthbert into the trade union movement and eventually to her present post. Her intense interest in the labor movement began

*Staff writer, Press Associates, Inc., labor union news service, in a nationally syndicated article to union publications.

Megel Heads AFT Delegates To UNESCO

SAN FRANCISCO, Calif.—Carl J. Megel of Chicago, AFT president and a member of the National Commission for the United Nations Educational, Scientific, and Cultural Organization since 1950, was to head a teachers' union contingent to the sixth annual conference of the U. S. Commission for UNESCO here Nov. 6-9.

This year's program theme is "Asia and the United States: What the American Citizens Can Do to Promote Mutual Understanding and Cooperation." Meetings were scheduled for the Sir Francis Drake Hotel and the San Francisco opera house.

"The AFT," Megel said, "has always had a large delegation at UNESCO conferences. In many areas, school boards have allowed time and expenses for participating.

"It has been our practice in the past for AFT representatives to meet for a social dinner and we expected to do that this year."

when she became Mrs. Thomas R. Cuthbert, who successively was secretary of the Chattanooga Central Labor Union, secretary of the Tennessee Federation of Labor and the editor of the Chattanooga Labor World.

When her husband died seven years ago, Mrs. Cuthbert stepped into the breach "temporarily" as editor and general manager of the Labor World. This includes being president and treasurer also of the Labor World Publishing Company, wholly union owned and operated.

Mrs. Caylor Named

Marie L. Caylor, editor of two American Federation of Teachers publications, the American

Teacher Magazine and the American Teacher newspaper, brought to her post a varied press background.

She has worked in advertising, magazine editing, public relations and publishing. As the mother of two daughters she is active in the Parent Teachers Association.

A partner of her husband in the Harry E. Caylor Organization, with him she became co-counsel in public relations for the AFT in 1953. In 1954 she was named publications editor.

Mrs. Caylor has double union affiliation, Workers Education Local 189, AFT, and Office Employees International Local 28.

An AFL-CIO delegate to the last White House Conference on Education, Mrs. Caylor is on the Chicago Region Board of the Illinois Congress of Parents and Teachers, is a member of the Illinois Citizens Education Committee, Chicago Committee for the wider use of schools and the

Chicago Citizens Schools Committee.

Downey and Donnelly

Marie V. Downey, whose Electrical Workers Journal won four awards at the last ILPA convention, joined the International Brotherhood of Electrical Workers 16 years ago as a research assistant.

For the past nine years her job has been managing editor, though the official title is supervisor.

Patricia H. Donnelly combines in one person two publication assignments—editor and advertising manager. A member of the American Newspaper Guild, Miss Donnelly came to the Lithographers' Journal as advertising manager and assistant editor in 1950. She did so well that the Lithographers changed their constitution in 1954 (it had provided that the editor be elected by membership referendum) to make her editor.

Teachers Day Honors for DFT Leader

DETROIT, Mich.—Blanche Rinehart, retired history teacher and former executive secretary of the Detroit Federation of Teachers, Local 231, was one of 21 Michigan teachers honored on Teachers' Day at the Michigan state fair.

Miss Rinehart, since her retirement, has worked in the labor movement and in alleviating racial tensions.

William Price of the Urban League cited her for her "noble spirit and humanitarian principles" as manifested by her persistence "in seeing to it that the rights, privileges and dignities of all persons are assured and protected."



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